

From: [Jennifer Abruzzo](#)
To: [Abruzzo, Jennifer](#)
Subject: Fwd: Planning Call - ABA Government Plenary Speech - Speech on March 31,2022/Materials due March 11
Date: Friday, March 4, 2022 3:28:30 PM

----- Forwarded message -----

From: CHARLOTTE BURROWS <CHARLOTTE.BURROWS@eeoc.gov>
Date: Fri, Mar 4, 2022 at 2:18 AM
Subject: Re: Planning Call - ABA Government Plenary Speech - Speech on March 31,2022/Materials due March 11
To: Jennifer Abruzzo (b) (6)

Thanks. (b) (5)

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From: Jennifer Abruzzo <(b) (6)>
Sent: Thursday, March 3, 2022 9:46:10 PM
To: CHARLOTTE BURROWS <CHARLOTTE.BURROWS@EEOC.GOV>
Subject: Re: FW: Planning Call - ABA Government Plenary Speech - Speech on March 31,2022/Materials due March 11

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Thank you so much, Charlotte. I'll share my Stericycle brief with you after I submit it on Monday. I am at a conference and was asked about our intersection. I mentioned we planned to draft joint guidance to assist. The L&E audience was happy to hear it! Speak with you soon.

On Thu, Mar 3, 2022 at 4:04 PM CHARLOTTE BURROWS <CHARLOTTE.BURROWS@eeoc.gov> wrote:

Hi, Jennifer,

Hope you are well. Like you, I missed today's planning call for the ABA panel in Memphis, but Davis Kim (whom I think you met when we worked on the MOU w/ ICE and DOL) attended for me. Not surprisingly, it seems likely we will be asked about *Stericycle*. I asked him to work on a proposed set of short points in response, and we will of course share that with you.

I think the general format will be that we each have 5-7 mins of intro remarks and then are asked to comment on a few issue "buckets." One of them will focus on the civil rights impacts of COVID 19, we may be able to strike some of the same themes as at the recent roundtable.

Davis' summary of the call is attached in case it's helpful.

Take care,

Charlotte

From: [Jennifer Abruzzo](#)
To: [Abruzzo, Jennifer](#)
Subject: Fwd: Following up
Date: Friday, March 4, 2022 6:55:22 PM
Attachments: [image001.png](#)

----- Forwarded message -----

From: Jennifer Abruzzo (b) (6)
Date: Fri, Mar 4, 2022 at 2:54 PM
Subject: Re: Following up
To: CHARLOTTE BURROWS <CHARLOTTE.BURROWS@eeoc.gov>

OK, thanks!

On Fri, Mar 4, 2022 at 1:45 PM CHARLOTTE BURROWS
<CHARLOTTE.BURROWS@eeoc.gov> wrote:

(b) (5)
I look forward to working with you on guidance in this area.

Charlotte

Charlotte A. Burrows

Chair

(she/her/hers)

U.S. Equal Employment Opportunity Commission

[131 M Street, N.E.](#)

[Washington, D.C. 20507](#)

(b) (6)



From: [Jennifer Abruzzo](#)
To: [Abruzzo, Jennifer; Hammonds, Ashley](#)
Subject: 85a61653575af0071320ae9677e2fa57e52cf55e0cc9585cb5bbdeed4796167f.png 810x543 pixels
Date: Friday, April 15, 2022 4:36:46 PM
Attachments: [Attachment-L.png](#)

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https://training.smartpay.gsa.gov/system/files/textimage_store/cache/styles/cert_travel_cardholder/8/85/85a61653575af0071320ae9677e2fa57e52cf55e0cc9585cb5bbdeed4796167f.png



Sent from my iPhone



CERTIFICATE OF TRAINING

This certifies that on

April 15, 2022

Jennifer Abruzzo

National Labor Relations Board

has successfully completed the course requirement for the
GSA SmartPay Travel Card Training (Account Holder/AO) - CLP1

David Shea

GSA SMARTPAY PROGRAM
OFFICE OF CHARGE CARD MANAGEMENT
FEDERAL ACQUISITION SERVICE



U.S. General Services Administration



SmartPay®

From: [Jennifer Abruzzo](#)
To: [Abruzzo, Jennifer](#)
Subject: Please use the links below to retrieve your mobile boarding pass which must be displayed on your phone at the security checkpoint and again at the gate to board your flight.
Date: Friday, August 5, 2022 3:00:14 PM

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Flight UA 6141 from Bozeman to Washington

(b) (6)

From: [McFerran, Lauren](#)
To: [Jaco, Fred](#)
Subject: FW: Taxi receipts
Date: Tuesday, March 7, 2023 8:45:21 AM
Attachments: [image001.jpg](#)

Here you go –

Thanks
Lauren

From: Lauren McFerran [\(b\) \(6\)](#)
Sent: Thursday, April 7, 2022 2:54 PM
To: McFerran, Lauren <Lauren.McFerran@nlrb.gov>
Subject: Taxi receipts

POIPU TAXI 3/3

Rose & Chanelle Medina

Fare: 70.00

808-639-2044

~~To~~ LIH Airport

808-652-9261

~~From~~ Hyatt Hotel

P.O. Box 3647, Lihue, Kauai, Hawaii 96766

POIPU TAXI 3/1

Rose & Chanelle Medina

Fare: \$70.00

808-639-2044

From: Airport

808-652-9261

To: Grand Hyatt

P.O. Box 3647, Lihue, Kauai, Hawaii 96766

From: [Prouty, David M.](#)
To: [Jacob, Fred](#)
Subject: FW: x
Date: Monday, March 6, 2023 5:56:48 PM
Attachments: [img-220721131901.pdf](#)

From: David Prouty <(b) (6)>
Sent: Thursday, July 21, 2022 2:19 PM
To: Prouty, David M. <David.Prouty@nlrb.gov>
Subject: x

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CERTIFICATION OF CONFLICTS CHECK/NON-PARTICIPATION

Authority: 18 USC 208(a) and the Standards of Conduct at 5 CFR 2635.402 prohibit an employee's personal and substantial participation in a particular matter in which the employee or any persons whose interests are imputed to the employee has a financial interest. Besides the employee's financial interests, the interests of the following persons are imputed to employees under 18 USC 208(a): a spouse; a minor child; an organization or entity in which they are serving as an officer, director, trustee, general partner or employee; or any person with whom they are negotiating for future employment or have an arrangement concerning future employment.

Instructions: In order to ensure that the filers of the Public and Confidential Reports understand their obligation under 18 USC 208(a) to not participate in NLRB cases, proceedings, or other particular matters which could affect either their own financial interests or those financial interests imputed to them under 18 USC 208(a), filers will be required to certify on an annual basis that they have not participated in any NLRB matters in which they had a financial interest. Filers should complete this form and return it along with their Financial Disclosure Report.

In addition, a designated individual will certify that, based upon information provided by the filer, a conflicts analysis was performed each time a new matter was assigned and the filer did not participate in NLRB cases, proceedings, or other matters that involved a personal financial interest.

CERTIFICATION

As mandated by 18 USC 208(a), I understand that I am prohibited from participating personally and substantially in any NLRB case, proceeding, or other particular matter that could affect my own financial interests or those of persons whose interests are imputed to me under the law. During the calendar year, January 1, 2021 through December 31, 2021, I certify that I did not participate in any NLRB matters that affected a personal financial interest, unless I qualified for a regulatory exemption or received a waiver for participation from the Designated Agency Ethics Official under 18 USC 208(b)(1).

Filer's Signature



Date:

7-21-22

Based on my knowledge of the filer's financial interests, I certify that the filer did not, to my knowledge, participate in any NLRB case, proceedings, or other matters that affected a personal financial interest, or the interests of those persons who are imputed to him/her, unless the filer qualified for a regulatory exemption or received a waiver for participation from the Designated Agency Ethics Official under 18 USC 208(b)(1)."

Certifier's Signature



Date:

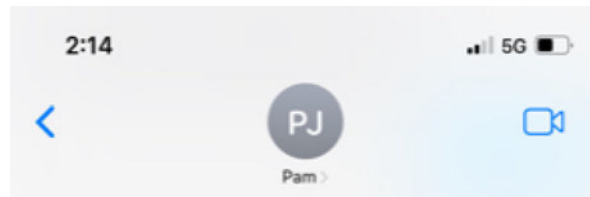
7-21-22

Regulatory Exemption for Stock Ownership: 5 CFR part 2640.202(a), permits employees to participate in matters involving companies in which they, their spouses, and minor children directly own stock as long as the stocks are *publicly-traded* and the *aggregate* market value of the stock does not exceed **\$15,000**. However, while an Agency employee would be permitted to participate in NLRB matters involving companies in which he, his spouse, and minor children own stock as long the criteria contained in 5 CFR part 2640.202(a) are met, it is still incumbent upon the employee to monitor the value of those stock holding(s) and inform the appropriate supervisory official, in writing, if he is required to disqualify himself from an NLRB matter due to an increase in the market value of a stock.

Waiver: Employees who would otherwise be disqualified from a particular matter by 18 USC 208(a) may be permitted to participate in a matter if a waiver is issued under 18 USC 208(b)(1), prior to the employee's participation in the matter. Under this section of the statute, employees may be permitted to participate in a matter in which they have a financial interest if an Agency official determines, in writing, that the employee's interest is not so substantial as to affect the integrity of the services which the Government expects of its employees. At the NLRB, the individual who issues these waivers is the NLRB's Designated Agency Ethics Official.

From: [Jessica Rutter](#)
To: [Rutter, Jessica](#)
Subject: ABA texts
Date: Monday, January 31, 2022 1:17:10 PM
Attachments: [image0.png](#)
[image1.png](#)
[image2.png](#)





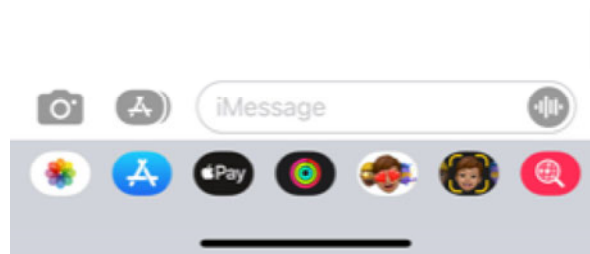
Today 12:29 PM

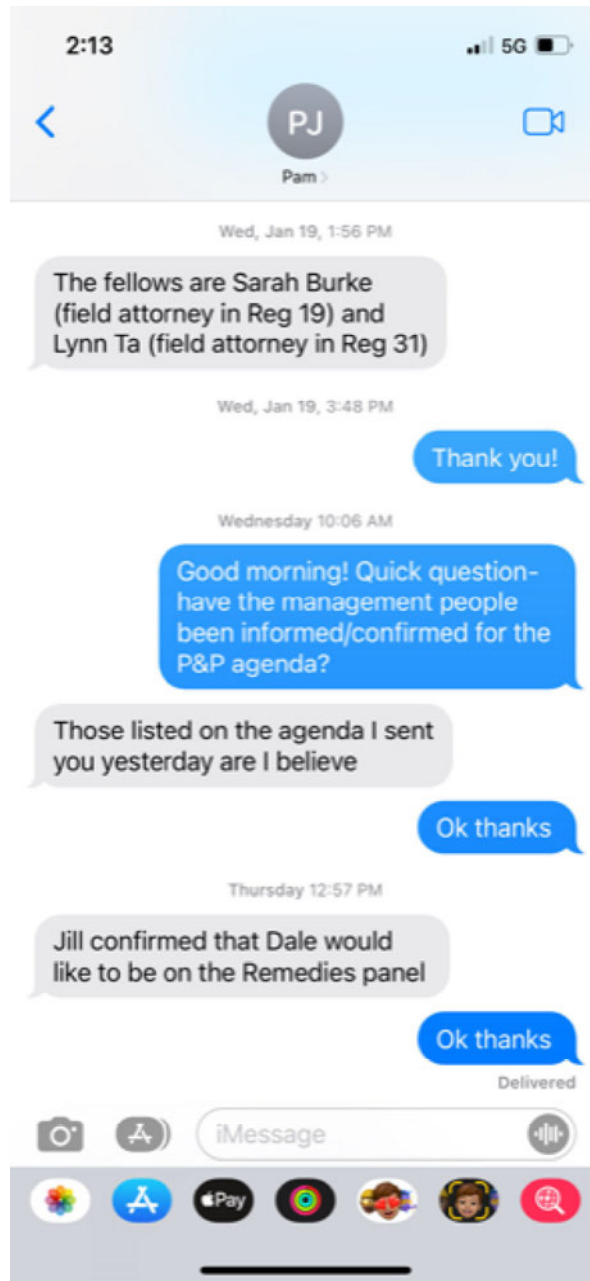
Latest from Lynn Ta this morning:

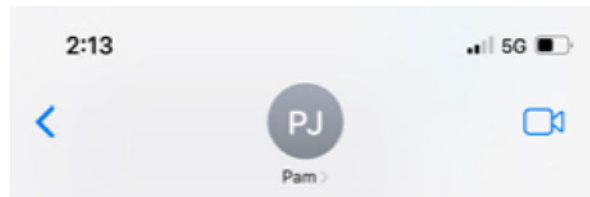
Hi Pamela,

Unfortunately, the situation has not changed and I won't know more until February 18. I would love to help moderate a panel but will have to decline as I am reluctant to commit if there is a possibility I may not attend the conference. Thank you for checking in and hopefully I get to meet you in person!

Best,
Lynn







Wed, Jan 12, 1:05 PM

Hi Jessica, happy new year! I agreed to be the union side program chair for the upcoming mid-winter meeting of the ABA/LEL Practice & Procedure committee in Hawaii - I'd love to speak to you about securing speaking roles for you and Jennifer and Peter. Do you have time to talk late afternoon? Thank you! Pam

Tue, Jan 18, 11:32 AM

Does now work to chat by chance?

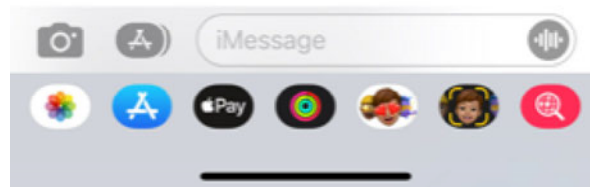
Yes!

Should I call you?

Sorry, I got another call and got tied up. Will try again soon!

No prob!

Wed, Jan 19, 1:56 PM



From: [Jessica Rutter](#)
To: [Tammy Kim](#)
Cc: [Rutter, Jessica](#)
Subject: Re: Chat with The New Yorker?
Date: Saturday, April 2, 2022 7:14:11 PM

Hi Tammy, Thanks for reaching out. I'm a big fan of your work. Unfortunately because of my current position at the NLRB I cannot chat. I believe you've reached out to the NLRB's press secretary Kayla Blado before and she's the one who can get you info. I hope to one day cross paths again though and to be able to talk more. Best, Jessica

On Apr 2, 2022, at 7:16 PM, Tammy Kim (b) (6) wrote:

Hi, Jess.

My name is Tammy Kim, and I'm a journalist and former workers' rights lawyer. Got your email from Tsedeye at NELP.

I'm doing a story for The New Yorker on the Staten Island Amazon win, and wondering if you might have time for a quick call tomorrow. I'd be grateful to get your perspective. My cell is (b) (6); please ring me any time or let me know how and when to reach you.

Many thanks,
Tammy

From: [gwynne wilcox](#)
To: [Teeter, Catheryn](#); [Wilcox, Gwynne](#); [Donlon, Bridget](#)
Subject: Re: NYSBA/LEL/Fall Meeting, Dinner Question...
Date: Wednesday, October 6, 2021 9:36:57 PM

Fish, please. Thanks for asking, Cathy.

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From: Teeter, Catheryn <CTEETER@NYSBA.ORG>
Sent: Wednesday, October 6, 2021 9:09:13 PM
To: Wilcox, Gwynne <Gwynne.Wilcox@nrlb.gov>; Donlon, Bridget <bdonlon@nysba.org>
Cc: (b) (6)
Subject: RE: NYSBA/LEL/Fall Meeting, Dinner Question...

Hi Gwynne:

Quick question, what is your entrée preference for the Friday dinner – Fish, Beef or Vegetarian and will you be attending the Sat. evening reception? I have to give the hotel our meal counts tomorrow.

Thank you!

Cathy



Catheryn S. Teeter, CMP, Section & Meetings Liaison

New York State Bar Association
1 Elk Street, Albany, NY 12207

direct/fax: 518.487.5573 | **main:** 518.463.3200 | **email:** cteeter@nysba.org
| www.nysba.org

From: Wilcox, Gwynne <Gwynne.Wilcox@nrlb.gov>
Sent: Monday, September 27, 2021 9:47 AM
To: Teeter, Catheryn <CTEETER@NYSBA.ORG>; Donlon, Bridget <bdonlon@nysba.org>
Cc: D'Angelo, Christopher A. <dangeloc@coned.com>; Rosenberg, Jill <jrosenberg@orrick.com>; Jay Siegel <jaysiegel@optonline.net>; (b) (6)
Subject: FW: NYSBA/LEL/Fall Meeting, Plenary 2: A Review of Legal Do's and Don'ts: Diversity, Equity and Inclusion Plans

Bridget and Cathy--

Good Morning!

Kindly add these 2 additional Executive Orders issued by President Biden, to add to the materials for Plenary 2. The first one is Executive Order 13985 dated January 20, 2021 and Executive Order 13988 also dated January 20, 2021.

Thank you for your assistance.

Regards,

Gwynne

From: [gwynne wilcox](#)
To: [Teeter, Catheryn](#); [Wilcox, Gwynne](#); [Donlon, Bridget](#)
Subject: Re: NYSBA/LEL/Fall Meeting, Dinner Question...
Date: Wednesday, October 6, 2021 9:38:18 PM

Looking forward to it!

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From: Teeter, Catheryn <CTEETER@NYSBA.ORG>
Sent: Wednesday, October 6, 2021 9:37:31 PM
To: gwynne wilcox (b) (6); Wilcox, Gwynne <Gwynne.Wilcox@nlrb.gov>;
Donlon, Bridget <bdonlon@nysba.org>
Subject: RE: NYSBA/LEL/Fall Meeting, Dinner Question...

Great – see you next week!



Catheryn S. Teeter, CMP, Section & Meetings Liaison

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1 Elk Street, Albany, NY 12207

direct/fax: 518.487.5573 | **main:** 518.463.3200 | **email:** cteeter@nysba.org

| www.nysba.org

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To: Teeter, Catheryn <CTEETER@NYSBA.ORG>; Wilcox, Gwynne <Gwynne.Wilcox@nlrb.gov>;
Donlon, Bridget <bdonlon@nysba.org>
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Catheryn S. Teeter, CMP, Section & Meetings Liaison

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direct/fax: 518.487.5573 | **main:** 518.463.3200 | **email:** cteeter@nysba.org

| www.nysba.org

From: Wilcox, Gwynne <Gwynne.Wilcox@nlrb.gov>

Sent: Monday, September 27, 2021 9:47 AM

To: Teeter, Catheryn <CTEETER@NYSBA.ORG>; Donlon, Bridget <bdonlon@nysba.org>

Cc: D'Angelo, Christopher A. <dangeloc@coned.com>; Rosenberg, Jill <jrosenberg@orrick.com>; Jay Siegel <jaysiegel@optonline.net>; (b) (6)

Subject: FW: NYSBA/LEL/Fall Meeting, Plenary 2: A Review of Legal Do's and Don'ts: Diversity, Equity and Inclusion Plans

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Thank you for your assistance.

Regards,

Gwynne

From: [gwynne.wilcox](#)
To: [D'Angelo, Christopher A.](#); [Rosenberg, Jill](#)
Cc: [jaysiegel, Wilcox, Gwynne](#)
Subject: Re: <External Sender> Re: Tomorrow's Session: Moserator Questions
Date: Friday, October 15, 2021 1:19:00 PM

Ok. Fine by me.

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From: D'Angelo, Christopher A. <dangeloc@coned.com>
Sent: Friday, October 15, 2021 1:15:36 PM
To: Rosenberg, Jill <jrosenberg@orrick.com>
Cc: jaysiegel <jaysiegel@optonline.net>; gwynne.wilcox@nlrb.gov <gwynne.wilcox@nlrb.gov>; Gwynne Wilcox (b) (6)
Subject: Re: <External Sender> Re: Tomorrow's Session: Moserator Questions

Let's try to get together after this plenary, up by your location.

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From: Rosenberg, Jill <jrosenberg@orrick.com>
Sent: Friday, October 15, 2021 1:09:11 PM
To: D'Angelo, Christopher A. <dangeloc@coned.com>
Cc: jaysiegel <jaysiegel@optonline.net>; gwynne.wilcox@nlrb.gov <gwynne.wilcox@nlrb.gov>; Gwynne Wilcox (b) (6)
Subject: <External Sender> Re: Tomorrow's Session: Moserator Questions

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Hello Panel. Anything we need to discuss before our session? I'm in the room in the front row

Sent from my iPhone

On Oct 14, 2021, at 9:50 PM, D'Angelo, Christopher A. <dangeloc@coned.com> wrote:

Hi all. Hope this isn't too late. I think most of the questions will be around "How" we will accomplish some of the tasks in the plan. Specifically

- Membership: bullet 3 recruit section members to be DEI ambassadors. How? (Jay)
- Membership: bullet 4 recruit law firms to participate in internship programs. What kind? (Jill)
- Membership fifth bullet: What kind of audio-visual materials do you think would be developed?

For Leadership

- 3rd bullet...how does the section make diversity a factor in leadership determinations without running afoul if the law? How can companies do this (Jill)

For Program Involvement

- 2d bullet...how do we reinvigorate the mentor program for fellows? (Jay)

Community Outreach

- 3rd bullet...suggestions for marketing the DEI program to other NYSBA platforms

That's all I've got. Thanks. See you tomorrow!

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From: [gwynne.wilcox](#)
To: [Wilcox, Gwynne](#)
Subject: Taxi from Saratoga Hilton to Saratoga Springs Amtrak Station
Date: Monday, October 25, 2021 1:23:21 PM

(b) (6)

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